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ABSTRACT

Statistical data is presented in this report to show that the State supported universities and community colleges of Kentucky had an underrepresentation of blacks among tenured and non-tenured faculty at all universities but Kentucky State in 1977. It is pointed out that there was only slight progress, or no progress at all, at the traditionally white universities toward achieving meaningful levels of black participation between 1975 and 1977. Additional data provided for each of the universities and community colleges in Kentucky illustrate the hiring practices of each with regard to females and other minorities at the faculty level. It is argued that Asians and other minorities have made greater gains proportionately than blacks among the tenured faculty and that the most significant gains for female faculty have been in the Community College System. Recommendations for improving the racial composition and minority representation of Kentucky's higher education faculty are made. (FE)

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State University Faculties Stuck on Tokenism in Kentucky

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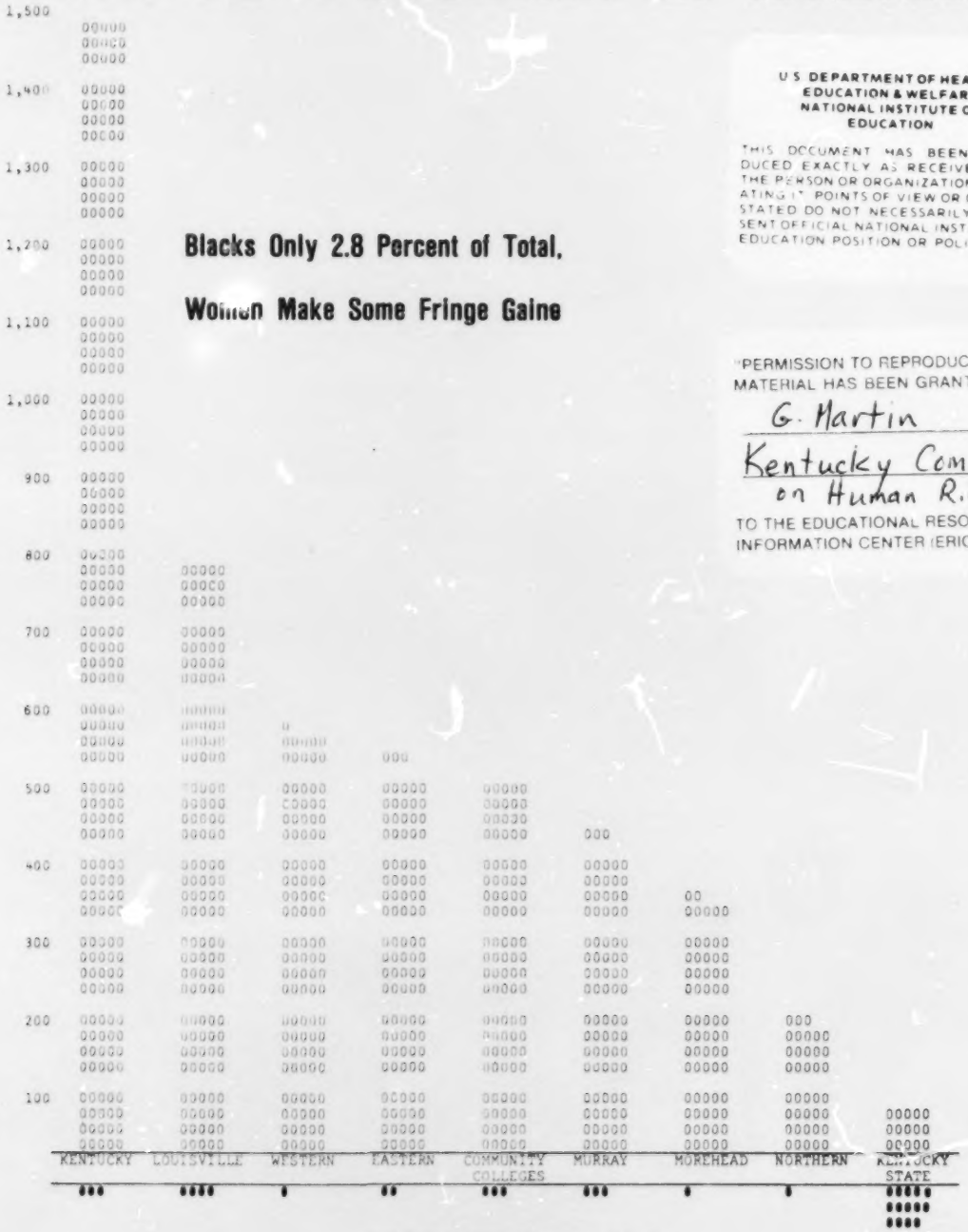
Blacks Only 2.8 Percent of Total, Women Make Some Fringe Gains



STAFF REPORT 79-1

KENTUCKY COMMISSION ON HUMAN RIGHTS
COMMONWEALTH OF KENTUCKY
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HIGHLIGHTS

1. Black made up 2.8 percent of all tenured and tenure track faculty members in the state's eight universities and the Community College system in 1977. At the predominantly white universities and community colleges only 1.6 percent of the tenured and tenure track faculty were black.

2. The University of Kentucky, Northern Kentucky and Western had one percent or fewer black faculty members.

3. Morehead and Eastern University had less than two percent black faculty. The University of Louisville and the community colleges were also below the statewide percentage.

4. Murray University with 3.3 percent black faculty and Kentucky State with 47.6 percent black faculty were the only universities above the statewide average.

5. The University of Kentucky had the worst record for tenured women faculty with 12.5 percent, and the University of Louisville had the worst record for non-tenured women faculty at 20.1 percent. The community colleges employed the highest proportions of women faculty with 46 percent women among tenured faculty and 52.1 percent women among non-tenured faculty.

6. Murray and Western had no black tenured faculty members. Morehead, Northern and the University of Kentucky had no black females with tenure.

7. Northern had no non-tenured black males and Morehead had no non-tenured black females.

8. Lower proportions of women were employed among tenured faculty than among non-tenured faculty. Northern Kentucky was the only exception to this pattern in 1975, and Kentucky State was the only exception to the pattern in 1977.

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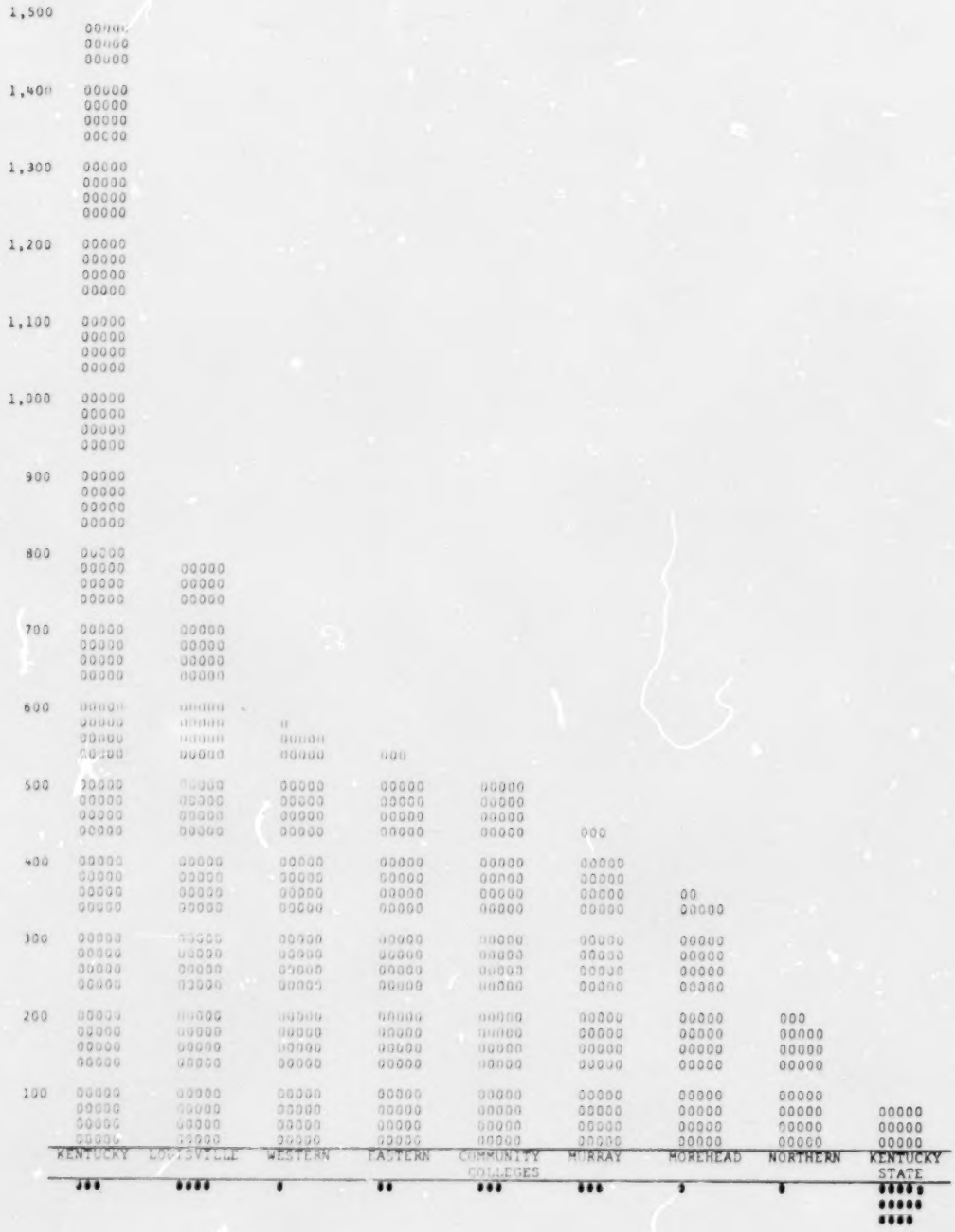
PREFACE

This staff report was prepared from copies of the Equal Employment Opportunity Commission report, "Higher Education Staff Information (EEO-6)," supplied to the Kentucky Commission on Human Rights by the state universities for 1975-76 and 1977-78. A change in the report deadline from November 30, 1977 to February 28, 1978 delayed the preparation of this report.

CHART 1
Comparison of Black and White Faculty in the Tenure System of State Supported Universities, 1977



Key: Each black dot represents five black faculty members. Each white dot represents five white faculty members.

STATE UNIVERSITIES STUCK ON TOKENISM

State universities have failed to move beyond tokenism in adding blacks to their faculties, according to reports filed for the 1977-78 academic year.

The most obvious result is that only 2.8 percent of all tenure and tenure track faculty members in the state's eight universities and the community college system are black. That is true even though the faculty at the formerly all-black Kentucky State University at Frankfort remains almost 50 percent black.

Exclude Kentucky State figures from the total and only 1.6 percent of the tenured and tenure track faculty members in the state were black.

Even the hiring for the 1977-78 academic year showed the continued pattern of tokenism and the likelihood that a higher percentage of blacks will end up--if anywhere--at Kentucky State. Of 485 new faculty members hired for the 1977-78 academic year, only 17 were black: and Kentucky State got the highest percentage, 17.6 percent (three black males among 17 hired) followed by Northern with 6.7 percent (one black female among 15 hired) and Murray with 6.5 percent (four black males among 62 hired).

TABLE A

Number and Percent of Black Faculty in the Tenure System of State Supported Universities, 1975-1977

	1975			1977		
	Total Faculty	Black	% Black	Total	Black	% Black
University of Kentucky	1657	14	0.8	1488	11	0.7
University of Louisville	720	19	2.6	792	19	2.4
Western	640	6	0.9	557	5	0.9
Eastern	520	7	1.3	520	6	1.2
Community Colleges	447	10	2.2	514	14	2.7
Murray	339	1	0.3	427	14	3.3
Morehead	339	5	1.4	336	4	1.2
Northern	150	1	0.7	191	2	1.0
Kentucky State	146	67	45.9	143	68	47.6

In fact Murray, which hired only half the total hired by the University of Kentucky, actually hired more new blacks than UK's three.

While blacks represented 3.5 percent of the statewide total hired for the 1977-78 academic year, that figure is only 2.9 percent when Kentucky State is excluded.

The limited role that leaves to black academicians is highlighted by the ironic fact that there were 143 black faculty members in the state system, the exact number of tenure and tenure track faculty members at Kentucky State. It is as if blacks were still limited to the number of faculty spots on the Frankfort campus--though spread out thinly among the other institutions.

While Kentucky State has the greatest number and percentage of black faculty members--68 of 143--the University of Kentucky, just 25 miles away, has the worst percentage. Only 0.7 percent (11 of 1,488) of the faculty members at UK in the 1977-78 school year were black. Western Kentucky University, with only five blacks among 557 faculty members, was also below the one percent mark.

Northern Kentucky University (2 of 191), Morehead University (4 of 336) and Eastern University (6 of 520) were all below two percent black faculty.

The University of Louisville (19 of 792) and the Community College system (14 of 514) were also below the statewide percentage.

Only Murray University (14 of 427) and Kentucky State were above the statewide average, Murray at 3.3 percent and Kentucky State at 47.6 percent.

While these figures illustrate a need to increase the number of black faculty members at the predominantly white schools, four of the universities actually had fewer black faculty members in the 1977-78 academic year than in 1975. Three universities and the community colleges increased in black faculty, and the University of Louisvillle stayed the same with 19 black faculty members.

Black faculty dropped from 14 down to 11 at the University of Kentucky, dropped from seven down to six at Eastern University, from six down to five at Western University and from five down to four at Morehead University. The percentage of black faculty at each of these universities was less than 1.5 percent in 1977.

Murray showed the largest two-year increase among the state universities with 13 additional black faculty members. Black faculty at the community colleges increased by four while Northern and Kentucky State each showed an increase of one black faculty member.

The University of Louisville had the worst record in utilizing women faculty members with only 17.9 percent, closely followed by the University of Kentucky with only 18.6 percent.

In contrast, 49.4 percent of the faculty members in the community college system were women, followed by Kentucky State with 32.9 percent female faculty; Morehead, 29.5 percent; Murray, 28.6 percent; Eastern, 27.9 percent; Western, 27.5 percent; and Northern, 24.1 percent.

School by school highlights of employment data for 1975 and 1977 shows:

* In addition to dropping the greatest number of black faculty members, the University of Kentucky had the worst record for tenured women faculty among the state supported universities--only 12.5 percent in 1977.

* The community college system provided some of the greatest opportunities for minorities and women in contrast to conditions at the University of Kentucky which administers the community college system. The number of black tenured faculty at the community colleges increased from one to two, while black non-tenured faculty increased from nine to 12. The community colleges employed the highest proportions of women faculty with 46 percent women among tenured faculty and 52.1 percent women among non-tenured faculty in 1977.

* The University of Louisville had the worst record for non-tenured women faculty at 20.1 percent of the total in 1977. The number of tenured black faculty increased from two to eight while the number of non-tenured black faculty decreased from 17 to 11. The figures for the U of L partly reflect the movement toward tenure of faculty members hired when the university became a part of the state system in 1970.

* Western had no black tenured faculty members in 1977 in contrast to the two blacks with tenure there in 1975.

* The number of black tenured faculty at Eastern remained at four, while the number of non-tenured black faculty declined from three to two.

* Murray didn't have any blacks as tenured faculty in either 1975 or 1977 but began the process toward greater opportunties for blacks by increasing the number of black non-tenured faculty from one in 1975 to 14 in 1977.

* Morehead held steady at two tenured black faculty members over the two year period, but the number of non-tenured black faculty declined from three to two.

* Though opened after the days of required discrimination, Northern Kentucky has only two blacks among 191 tenured and non-tenured faculty.

* Kentucky State has always been the largest employer of black faculty in Kentucky--68 blacks made up 47.6 percent of 143 faculty members in 1977.

* The faculty composition at Kentucky State, in contrast to the other universities, reflects the segregated heritage of the state system of higher education. At Kentucky State, 47.6 percent of the total faculty members were black--an increase from 45.9 percent in 1975. The number of black faculty at Kentucky State increased from 67 to 68 between 1975 and 1977 while the number of whites declined by six. A majority of the tenured faculty, 59.2 percent, were black in 1977, down from 70.9 percent in 1975. In contrast, the percentage of black non-tenured faculty increased from 33.7 percent in 1975 to 40.4 percent in 1977.

TABLE B

Total Number and Percent of Male and Female Faculty by Race in the Tenure System of State Supported Universities, 1975 and 1977

	1975		1977		Difference	
	Total	Percent	Total	Percent	Total	Percent
White Males	3563	71.9	3446	69.4	-117	-2.5
White Females	1163	23.5	1209	24.3	+46	+0.8
Black Males	74	1.5	91	1.8	+17	+0.3
Black Females	56	1.1	52	1.0	-4	-0.1
Other Males	87	1.8	146	2.9	+59	+1.1
Other Females	15	0.3	24	0.5	+9	+0.2
Total	4958		4968		+10	

FEWER BLACK WOMEN, WHITE MEN

Even though there was a 10 percent statewide increase in black faculty members in the two years from 1975 to 1977, still only 91 black males and 52 black females are in tenure programs at the eight state supported universities and the Community College system. The overall increase of 13 from 130 in 1975 to 143 in 1977 includes 17 additional black males and four fewer black females.

In contrast to the decline in black females, the number of white females increased from 1,163 (23.5 percent) in 1975 to 1,209 (24.3 percent) in 1977.

The number of white males decreased from 3,563 (71.9 percent) to 3,446 (69.4 percent) between 1975 and 1977.

Other minority males and females increased to hold a larger share of faculty positions than blacks. Other minorities increased in number from 102 or 2.1 percent in 1975 to 170 or 3.4 percent in 1977.

FEW BLACKS HAVE TENURE

The under representation of blacks is illustrated by the 1977 racial composition of tenured faculty at the state supported universities and the community colleges shown in Table C:

* Murray and Western had no black tenured faculty members.
* Morehead, Northern and the University of Kentucky had no black females with tenure.
* The Community College system had no black males with tenure.
* Eastern, Louisville and the Community College system had fewer than one percent tenured black females.
* Eastern, Morehead, Northern, the University of Kentucky and Louisville each had one percent or fewer tenured black males.

TABLE C

Number and Percentage of Tenured Faculty by Sex, Race/Ethnicity for State Supported Universities, 1977

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
Eastern Kentucky	344	270	262	2	1	5	0	74	71	2	0	0	1
		78.5	76.2	.58	.29	1.45	0	21.5	20.6	.58	0	0	.29
Kentucky State	54	36	13	20	1	2	0	18	5	12	0	1	0
		66.7	24.1	37.0	1.85	3.70	0	33.3	9.25	22.2	0	1.85	0
Morehead State	182	134	129	2	1	2	0	48	47	0	1	0	0
		73.6	70.9	1.09	.54	1.09	0	26.4	25.8	0	.54	0	0
Murray State	170	138	137	0	0	1	0	32	32	0	0	0	0
		81.2	80.6	0	0	.58	0	18.9	18.9	0	0	0	0
Northern Kentucky	93	73	69	1	0	3	0	20	19	0	0	1	0
		78.5	74.2	1.07	0	3.22	0	21.5	20.4	0	0	1.07	0
Kentucky CC System	224	121	117	0	1	3	0	103	100	2	0	1	0
		54.0	52.2	0	-.44	1.3	0	46.0	44.6	.89	0	.44	0
University of Kentucky	952	833	797	4	3	29	0	119	115	0	0	4	0
		87.5	83.7	.42	.31	3.04	0	12.5	12.07	0	0	.42	0
University of Louisville	484	404	371	5	6	22	0	80	76	3	0	1	0
		83.5	76.7	1.03	-1.23	4.54	0	16.5	15.7	.61	0	.20	0
Western Kentucky	280	226	222	0	2	2	0	54	53	0	0	1	0
		80.7	79.3	0	-.71	.71	0	19.3	18.9	0	0	.35	0

SOME GAINS ON THE FIRST STEP

More blacks were employed in non-tenured faculty positions in 1977, but the employment pattern for these faculty positions showed an under-utilization of blacks at all universities except for Kentucky State (Table D). Tenure track faculty members are those in jobs that lead to eligibility for tenure and indicate possible change in future employment patterns.

Northern had no non-tenured black males, and Morehead had no non-tenured black females in 1977.

The University of Kentucky, Louisville, Eastern and Western each had fewer than one percent non-tenured black females. Murray employed 3.1 percent non-tenured black females and the Community College system had 2.8 percent non-tenured black females. At Kentucky State, 10.1 percent of the non-tenured faculty were black females.

TABLE D

Number and Percentage of "Non-tenured on Track" Faculty by Sex, Race/Ethnicity for State Supported Universities, 1977

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
Eastern Kentucky	176	105	100	1	0	4	0	71	69	1	0	1	0
		59.7	56.8	.56	0	2.27	0	40.3	39.2	.56	0	.56	0
Kentucky State	89	60	29	27	0	4	0	29	18	9	0	2	0
		67.4	32.6	30.3	0	4.49	0	32.6	20.2	10.1	0	2.24	0
Morehead State	154	103	100	2	0	0	1	51	51	0	0	0	0
		66.9	64.9	1.29	0	0	.64	33.1	33.1	0	0	0	0
Murray State	257	167	157	6	0	4	0	90	82	8	0	0	0
		65.0	61.8	2.33	0	1.55	0	35.0	31.9	3.11	0	0	0
Northern Kentucky	98	72	71	0	0	1	0	26	25	1	0	0	0
		73.5	72.4	0	0	1.02	0	26.5	25.5	1.02	0	0	0
Kentucky CC System	290	139	132	4	0	3	0	151	143	8	0	0	0
		47.9	45.5	1.4	0	1.0	0	52.1	49.3	2.8	0	0	0
University of Kentucky	536	378	357	5	1	15	0	158	152	2	0	4	0
		70.5	66.7	.73	.18	2.79	0	29.5	28.4	.37	0	.74	0
University of Louisville	308	246	210	9	3	24	0	62	57	2	1	2	0
		79.9	68.2	2.92	.97	7.79	0	20.1	18.5	.64	.32	.64	0
Western Kentucky	277	178	173	3	1	1	0	99	94	2	2	1	0
		64.3	62.5	1.08	.36	.36	0	35.7	33.9	.72	.72	.36	0

TABLE E

Number and Percentage Black Faculty of Total, Tenured and Non-tenured Faculty for State Universities, 1977

	Total Faculty			Tenured			Non-tenured		
	Total	Black	% Black	T	B	% B	T	B	% B
University of Kentucky	1488	11	0.7	952	4	0.4	536	7	1.3
University of Louisville	792	19	2.4	484	8	1.7	308	11	3.6
Western Kentucky	557	5	0.9	280	0	0.0	277	5	1.8
Eastern Kentucky	520	6	1.2	344	4	1.2	176	2	1.1
Community Colleges	514	14	2.7	224	2	0.9	290	12	4.1
Murray State	427	14	3.3	170	0	0.0	257	14	5.4
Morehead State	336	4	1.2	182	2	1.1	154	2	1.3
Northern Kentucky	191	2	1.0	93	1	1.1	98	1	1.0
Kentucky State	143	68	47.6	54	32	59.3	89	36	40.4

Eastern and the University of Kentucky had fewer than one percent black males among non-tenured faculty. Morehead, Murray, the Community College system, Louisville and Western employed between one percent and three percent black males among non-tenured faculty. At Kentucky State, 30.3 percent of the non-tenured faculty were black males in 1977.

OTHER MINORITIES GAIN

Eastern, Murray, Northern, the University of Kentucky, the Community College system, Louisville and Western each employed more Asians than blacks among tenured faculty in 1977 even though Asians, Hispanics and American Indians constitute much smaller proportions of the state's population than do blacks.

Morehead had an equal number of blacks and Asians (1.1 percent each). Only Kentucky State employed more blacks than Asians among tenured faculty in 1977. Every university but Morehead and Eastern employed female Asians among tenured faculty.

Hispanics and American Indians are clearly the smallest minorities among university faculty, as they are in Kentucky's population. Yet every university but Murray and Northern employed Hispanic males among tenured faculty; the community college system, Louisville and Western employed more Hispanics than blacks. Morehead was the only university to employ a female Hispanic among tenured faculty.

The University of Kentucky, Louisville and Western were the only universities to employ Hispanic Americans as non-tenured faculty members.

Eastern had one female American Indian among tenured faculty and Morehead employed one male American Indian among non-tenured faculty. No other university employed American Indians in faculty positions.

GAINS FOR WOMEN ARE ON FRINGES

While women have made some gains, those gains have not been consistent throughout the state supported system, and the greatest advances have been in the Community College system.

There was a wide range in the proportion of females employed in faculty positions at the state supported universities showing that female participation and career opportunities were greater at some institutions than others.

But the employment of females at state supported universities followed a consistent pattern with lower proportions of women employed among tenured faculty than among non-tenured faculty. For males, just the opposite was true with higher proportions of males employed in the more secure tenured faculty positions. Northern Kentucky University was the only exception to this pattern in 1975, and Kentucky State was the only exception to the pattern in 1977 (Table E).

The community college system employed the largest proportion of women in tenured and non-tenured faculty positions in 1975 and 1977. The University of Kentucky employed the smallest percentage of females among tenured faculty in 1975 and 1977. The University of Louisville employed the lowest percentage of non-tenured female faculty in 1975 and 1977.

TABLE F

Number and Percent Female of Tenured Faculty, 1975-1977

	1975			1977		
	Females	Males	% Female	Females	Males	% Female
Eastern Kentucky	70	245	22.2	74	270	21.5
Kentucky State	17	31	35.4	18	36	33.3
Morehead State	44	128	25.6	48	134	26.4
Murray State	40	142	22.0	32	138	18.9
Northern Kentucky	16	38	29.6	20	73	21.5
Kentucky Community College System	79	110	41.8	103	121	46.0
University of Kentucky	119	896	11.7	119	833	12.5
University of Louisville	59	268	18.0	80	404	16.5
Western Kentucky	48	246	16.3	54	226	19.3

Number and Percent Female of Non-tenured Faculty, 1975-1977

	1975			1977		
	Females	Males	% Female	Females	Males	% Female
Eastern Kentucky	93	112	45.4	71	105	40.3
Kentucky State	35	63	35.7	29	60	32.6
Morehead State	47	120	28.1	51	103	33.1
Murray State	44	113	28.0	90	167	35.0
Northern Kentucky	25	71	26.0	26	72	26.5
Kentucky Community College System	135	123	52.3	151	139	52.1
University of Kentucky	175	467	27.3	158	378	29.5
University of Louisville	80	313	20.4	62	246	20.1
Western Kentucky	108	238	31.2	99	178	35.7

Female employment among tenured faculty in 1977 ranged from the worst at the University of Kentucky (only 12.5 percent) to 35.4 percent at Kentucky State and 41.8 percent among community colleges. The worst in 1975 was 11.7 percent at the University of Kentucky in contrast to 33.3 percent at Kentucky State and 46 percent for community colleges.

The University of Louisville had the worst record for non-tenured women in 1977 with a low of 20.1 percent in contrast to 40.3 percent at Eastern and 52.1 percent among Community Colleges. In 1975, female employment in non-tenured positions ranged from 20.4 percent at the University of Louisville to 45.4 percent at Eastern and 52.1 percent in the Community College system.

UNIVERSITY OF KENTUCKY
Number and Percentage of Full Time Tenured and Non-tenured Faculty
by Sex, Race/Ethnicity, 1975 and 1977

	TOTAL (Sum of cols. B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
Tenured Faculty		88.3%	86.9	0.3	0.2	0.8	0.0	11.7	11.4	0.1	0.0	0.2	0.0
1975	1015	896	883	3	2	8	0	119	116	1	0	2	0
		87.5%	83.7	0.4	.3	3.0	0.0	12.5	12.1	0.0	0.0	.4	0.0
1977	952	833	797	4	3	29	0	119	115	0	0	4	0
Non-tenured Faculty		72.4%	69.8	0.8	.3	1.7	0.2	27.3	26.5	0.8	0.0	0.0	0.0
1975	642	467	448	5	2	11	1	175	170	5	0	0	0
		70.5%	66.7	0.9	0.2	0.8	0.0	29.5	28.4	0.4	0.0	0.7	0.0
1977	536	378	357	5	1	15	0	158	152	2	0	4	0
New Hires (7-1-77 to 9-30-77)*		70.2%	66.9	2.4	0.0	0.8	0.0	28.2	28.2	0.0	0.0	0.0	0.0
	124	87	83	3	0	1	0	37	37	0	0	0	0

*Includes faculty classified as Tenured, Non-tenured and Other.

UNIVERSITY OF KENTUCKY

The University of Kentucky was the largest faculty employer in the state in both 1975 and 1977 but had fewer than one percent tenured black faculty in each of those years. During that two year period, the number of black tenured faculty remained at four (0.4 percent) with the loss of the only black tenured female and the addition of one black male.

The number of black non-tenured faculty dropped three from 10 in 1975 to seven in 1977. As a result, the percentage of black non-tenured faculty declined from 1.6 percent in 1975 to 1.3 percent in 1977.

Black representation at UK will not increase significantly if hiring trends continue as in 1977 when only three blacks (2.4 percent) were among the 124 newly hired faculty members for the 1977-78 academic year. So without more vigorous affirmative action efforts, black representation on the faculty will continue to lag well behind the proportion of black citizens in the state.

Even though the number of females on the tenured faculty at UK was 119 for both 1975 and 1977 the proportion of females increased because of a decrease in the total number of faculty members. The proportion of female tenured faculty increased from 11.7 percent in 1975 to 12.5 percent in 1977.

The number of female non-tenured faculty at UK dropped 17, from 175 in 1975 to 158 in 1977, but this was offset by a larger decrease in the number of males in this category so that the actual percentage of non-tenured females increased from 27.3 percent in 1975 to 29.5 percent in 1977.

COMMUNITY COLLEGES

Hiring policies at the University of Kentucky contrast sharply with Community College System which UK also administers. The Community College system has a much better record of employing blacks and women than its parent institution. Still, blacks continued to hold less than one percent of tenured faculty positions in 1977. Only two black females were among the 224 tenured employees in 1977. While that was an increase over the lone black woman with tenure in 1975, it still was only 0.9 percent of the total. No black males were among tenured faculty for either 1975 or 1977, or among new hires in 1977.

COMMUNITY COLLEGES

Number and Percentage of Full Time Tenured and Non-tenured Faculty by Sex, Race/Ethnicity, 1975 and 1977

		MALE						FEMALE					
	TOTAL (Sum of cols B & H)	TOTAL (Sum of cols C-G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I-M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
Tenured Faculty		58.2%	56.6	0.0	0.0	1.6	0.0	41.8	40.7	0.5	0.0	0.5	0.0
1975	189	110	107	0	0	3	0	79	77	1	0	1	0
		54.0%	52.2	0.0	0.4	1.3	0.0	46.0	44.6	0.9	0.0	0.4	0.0
1977	224	121	117	0	1	3	0	103	100	2	0	1	0
Non-tenured Faculty		47.7%	45.7	1.6	0.0	0.4	0.0	52.3	49.6	1.9	0.0	0.8	0.0
1975	258	123	118	4	0	1	0	135	128	5	0	2	0
		47.9%	45.5	1.4	0.0	1.0	0.0	52.1	49.3	2.8	0.0	0.0	0.0
1977	290	139	132	4	0	3	0	151	143	8	0	0	0
New Hires (7-1-77 to 9-30-77)*		45.9%	43.2	0.0	0.0	2.7	0.0	54.1	52.7	1.4	0.0	0.0	0.0
	74	34	32	0	0	2	0	40	39	1	0	0	0

***All non-tenured faculty.**

An increase in blacks employed as non-tenured faculty, from nine to 12, raised the percentage of blacks in these positions from 3.5 percent to 4.2 percent between 1975 and 1977.

Women made up 41.8 percent of tenured faculty in 1975 and increased to 46.0 percent in 1977, both figures the higest for state supported higher education institutions. A majority of the non-tenured faculty were women in 1975, and again in 1977 when 151 females held 52.1 percent of the 290 non-tenured faculty positions.

The employment trend for women continued with newly hired faculty in 1977 when 40 females, or 54.1 percent, were among the 70 new faculty members.

Hiring data for 1977 does not show significant progress in black employment with only one black female hired.

UNIVERSITY OF LOUISVILLE

Although located in the city with the state's largest black population, the University of Louisville had less than two percent blacks on its tenured faculty in 1977. Hiring for the 1977-78 school year failed to show significant improvement: of 71 newly hired faculty members, only two (2.8 percent) were black.

Blacks little more than held their own and women lost in the general increase from 327 to 484 tenured faculty members at the University of Louisville between 1975 and 1977. Black faculty members on tenure did increase from two in 1975 to eight in 1977, but the black share increased only from 0.6 percent to 1.6 percent.

UNIVERSITY OF LOUISVILLE
Number and Percentage of Full Time Tenured and Non-tenured Faculty by Sex, Race/Ethnicity, 1975 and 1977

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
Tenured Faculty		82.0%	78.3	0.3	1.5	1.8	0.0	18.0	17.7	0.3	0.0	0.0	0.0
1975	327	268	256	1	5	6	0	59	58	1	0	0	0
		83.5%	76.7	1.0	1.2	4.5	0.0	16.5	15.7	0.6	0.0	0.2	0.0
1977	484	404	371	5	6	22	0	80	76	3	0	1	0
Non-tenured Faculty		79.6%	71.0	2.3	1.0	5.3	0.0	20.4	17.6	2.0	0.3	0.5	0.0
1975	393	313	279	9	4	21	0	80	69	8	1	2	0
		79.9%	68.2	2.9	1.0	7.8	0.0	20.1	18.5	0.6	0.3	0.6	0.0
1977	308	246	210	9	3	24	0	62	57	2	1	2	0
Other Faculty*		76.3%	65.0	1.3	1.3	8.8	0.0	23.8	23.8	0.0	0.0	0.0	0.0
1977	80	61	52	1	1	7	0	19	19	0	0	0	0
New Hires (7-1-77 to 9-30-77)**		80.3%	73.2	1.4	0.0	5.6	0.0	19.7	18.3	1.4	0.0	0.0	0.0
	71	57	49	1	0	4	0	14	13	1	0	0	0

*Faculty which are not tenured or in tenure earning positions.
**Includes faculty classified as Tenured, Non-tenured and Other.

And even though 21 additional women were added to the tenured rolls, there was an actual decline in share from 18 percent in 1975 to 16.5 percent in 1977.

Blacks lost in both the number and proportion of non-tenured faculty between 1975 and 1977. The number of black non-tenured faculty declined from 17 to 11 and the black share of these faculty positions declined from 4.3 percent in 1975 to 3.5 percent in 1977.

There were 80 additional faculty members not within the tenure system at the University of Louisville. One black male (1.3 percent) was employed in this faculty category.

WESTERN KENTUCKY UNIVERSITY
Number and Percentage of Full Time Tenured and Non-tenured Faculty
by Sex, Race/Ethnicity, 1975 and 1977

	TOTAL	MALE						FEMALE					
		TOTAL	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
Tenured Faculty		83.7%	82.7	0.7	0.3	0.0	0.0	16.3	16.0	0.0	0.0	0.3	0.0
1975	294	246	243	2	1	0	0	48	47	0	0	1	0
		80.7%	79.3	0.0	0.7	0.7	0.0	19.3	18.9	0.0	0.0	0.4	0.0
1977	280	226	222	0	2	2	0	54	53	0	0	1	0
Non-tenured Faculty		68.8%	67.3	0.9	0.3	0.3	0.0	31.2	30.6	0.3	0.0	0.3	0.0
1975	346	238	233	3	1	1	0	108	106	1	0	1	0
		64.3%	62.5	1.1	0.4	0.4	0.0	35.7	33.9	0.7	0.7	0.4	0.0
1977	277	178	173	3	1	1	0	99	94	2	2	1	0
Other Faculty*		39.1%	30.4	4.3	0.0	4.3	0.0	60.9	60.9	0.0	0.0	0.0	0.0
1977	23	9	7	1	0	1	0	14	14	0	0	0	0
New Hires (7-1-77 to 9-30-78)**		54.8%	48.4	3.2	0.0	3.2	0.0	45.2	43.5	0.0	1.6	0.0	0.0
	62	34	30	2	0	2	0	28	27	0	1	0	0

*Faculty which are not tenured or in tenure earning positions.
**Includes faculty classified as non-tenured and "other."

WESTERN KENTUCKY UNIVERSITY

No blacks are among the 280 tenured faculty members at Western Kentucky University, the third largest faculty employer in the state in 1977, a wipeout from 1975 when two black males were employed as tenured faculty and made up 0.7 percent of the tenured faculty.

Two black males were hired for the 1977-78 academic year as non-tenured faculty, making up 3.2 percent of newly hired faculty. No black females were among the 62 newly hired faculty members.

One black was added to the non-tenured faculty for an increase to five between 1975 and 1977, and the black percentage rose slightly from 1.2 percent to 1.8 percent.

The number and percentage of female tenured faculty increased from 48 (16.3 percent) in 1975 to 54 (19.3 percent) in 1977. While the number of non-tenured women declined during the two year period, from 108 to 99, the percentage of females increased from 31.2 percent to 35.7 percent due to a proportionately greater decrease in the number of male non-tenured faculty.

A majority of the 23 faculty members not within the tenure system were women--14 or 60.9 percent of these positions. One black male (4.3 percent) was employed in this classification.

EASTERN KENTUCKY UNIVERSITY

The faculty expanded at Eastern Kentucky University during the two years from 1975 to 1977--but not for blacks.

The number of black tenured faculty at the state's fourth largest faculty employer remained at four despite an increase of 29 tenured faculty members. Except for one spot for an Asian male, all those added to the tenured staff were white males and females.

Blacks also lost at the non-tenured level. With three black females among the non-tenured faculty in 1975, blacks counted for 1.5 percent of these positions. In 1977, two blacks, one male and one female, made up 1.2 percent of the non-tenured faculty.

In 1977, only 1.2 percent of the tenured faculty members were black, 1.2 percent of non-tenured faculty members were black, and 1.8 percent of the newly hired faculty members were black.

Female non-tenured faculty also declined between 1975 and 1977 from 93 (45.4 percent) to 71 (40.3 percent), while the proportion of males among non-tenured faculty increased from 54.6 percent to 59.7 percent.

The number of female tenured faculty increased from 70 in 1975 to 74 in 1977 but actually declined in percentage from 22.2 percent to 21.5 percent because of a greater increase in the number of males among tenured faculty.

White women got 34 of the 55 new faculty jobs in 1977 (61.8 percent), but only one of the new jobs went to a black male, none to a black female.

EASTERN KENTUCKY UNIVERSITY
Number and Percentage of Full Time Tenured and Non-tenured Faculty by Sex, Race/Ethnicity, 1975 and 1977

		MALE						FEMALE					
	TOTAL (Sum of cols B & H)	TOTAL (Sum of cols C-G)	NON-HISPANIC ORIGIN: WHITE	NON-HISPANIC ORIGIN: BLACK	HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I-M)	NON-HISPANIC ORIGIN: WHITE	NON-HISPANIC ORIGIN: BLACK	HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
	A	B	C	D	E	F	G	H	I	J	K	L	M
Tenured Faculty		77.8%	75.6	0.6	0.3	1.3	0.0	22.2	21.3	0.6	0.0	0.0	0.3
1975	315	245	238	2	1	4	0	70	67	2	0	0	1
		78.5%	76.2	0.6	0.3	1.6	0.0	21.5	20.6	0.6	0.0	0.0	0.3
1977	344	270	262	2	1	5	0	74	71	2	0	0	1
Non-tenured Faculty		54.6%	54.6	0.0	0.0	0.0	0.0	45.4	43.4	1.5	0.0	0.5	0.0
1975	205	112	112	0	0	0	0	93	89	3	0	1	0
		59.7%	56.8	0.6	0.0	2.3	0.0	40.3	39.2	0.6	0.0	0.6	0.0
1977	176	105	100	1	0	4	0	71	69	1	0	1	0
Other Faculty*		24.2%	20.3	3.1	0.0	0.0	0.0	75.8	73.4	3.1	0.0	0.0	0.0
1977	64	15	13	2	0	0	0	49	47	2	0	0	0
New Hires (7-1-77 to 9-30-77)**		38.2%	29.1	1.8	0.0	7.3	0.0	61.8	61.8	0.0	0.0	0.0	0.0
	55	21	16	1	0	4	0	34	34	0	0	0	0

*Faculty which are not tenured or in tenure earning positions.
**Includes faculty classified as non-tenured and "other."

MURRAY STATE UNIVERSITY

Number and Percentage of Full Time Tenured and Non-tenured Faculty by Sex, Race/Ethnicity, 1975 and 1977

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
Tenured Faculty		78.0%	77.5	0.0	0.0	0.5	0.0	22.0	22.0	0.0	0.0	0.0	0.0
1975	182	142	141	0	0	1	0	40	40	0	0	0	0
		81.2%	80.6	0.0	0.0	0.6	0.0	18.9	18.9	0.0	0.0	0.0	0.0
1977	170	138	137	0	0	1	0	32	32	0	0	0	0
Non-tenured Faculty		72.0%	70.7	0.6	0.6	0.0	0.0	28.0	28.0	0.0	0.0	0.0	0.0
1975	157	113	111	1	1	0	0	44	44	0	0	0	0
		65.0%	61.1	2.3	0.0	1.6	0.0	35.0	31.9	3.1	0.0	0.0	0.0
1977	257	167	157	6	0	4	0	90	82	8	0	0	0
New Hires (7-1-77 to 9-30-77)*		72.6%	64.5	6.5	0.0	1.6	0.0	27.4	27.4	0.0	0.0	0.0	0.0
	62	45	40	4	0	1	0	17	17	0	0	0	0

*All non-tenured faculty.

Eastern had 64 faculty members outside the tenure system including four blacks (6.2 percent) and 49 females (75.8 percent).

MURRAY STATE UNIVERSITY

No blacks or minority females were among Murray's tenured faculty members in either 1975 or 1977. But Murray has made more progress than the other predominantly white institutions in overcoming the pattern of tokenism by increasing the number of black non-tenured faculty from one in 1975 to 14 in 1977. The percentage of black non-tenured faculty increased from 0.6 percent in 1975 to 5.4 percent in 1977.

The increase of blacks among non-tenured faculty was in part due to the hiring pattern in 1977 when four of 62 newly hired faculty members (6.5 percent) were black males.

The number and percentage of females declined among tenured faculty as the total number of tenured positions declined between 1975 and 1977. While the number of tenured faculty declined by 12, from 182 to 170, there were eight fewer females and the percentage female decreased from 22.0 percent in 1975 to 18.9 percent in 1977.

In contrast, there was an increase of 100 in the number of non-tenured faculty during the two year period and females received 46 of these positions. Female non-tenured faculty increased from 44 in 1975 to 90 in 1977. This increase raised the percentage female from 28.0 percent to 35.0 percent among non-tenured faculty.

MOREHEAD STATE UNIVERSITY
Number and Percentage of Full Time Tenured and Non-tenured Faculty
by Sex, Race/Ethnicity, 1975 and 1977

		MALE						FEMALE					
	TOTAL (Sum of cols B & H)	TOTAL (Sum of cols C-G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I-M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
Tenured Faculty		74.4%	72.1	1.2	0.6	0.6	0.0	25.6	24.4	0.0	0.0	0.0	0.0
1975	172	128	124	2	1	1	0	44	42	0	1	1	0
		73.6%	70.9	1.1	0.5	1.1	0.0	26.4	25.8	0.0	0.5	0.0	0.0
1977	182	134	129	2	1	2	0	48	47	0	1	0	0
Non-tenured Faculty		71.9%	67.7	1.8	0.6	1.8	0.0	28.1	28.1	0.0	0.0	0.0	0.0
1975	167	120	113	3	1	3	0	47	47	0	0	0	0
		66.9%	64.9	1.3	0.0	0.0	0.6	33.1	33.1	0.0	0.0	0.0	0.0
1977	154	103	100	2	0	0	1	51	51	0	0	0	0
New Hires (7-1-77 to 9-30-77)*		40.0%	40.0	0.0	0.0	0.0	0.0	60.0	60.0	0.0	0.0	0.0	0.0
	5	2	2	0	0	0	0	3	3	0	0	0	0

*Includes faculty classified as non-tenured and "other."

MOREHEAD STATE UNIVERSITY

The percentage of black tenured and non-tenured faculty declined between 1975 and 1977, and blacks represented less than two percent in each faculty group at Morehead State University in 1977. The two black tenured faculty members and the two black non-tenured faculty members employed in 1977 were males. No black females were employed in faculty positions in either 1975 or 1977.

Blacks failed to share in the increase in tenured faculty which went from 172 in 1975 to 182 in 1977. All ten went to white faculty members with the number of blacks remaining at two. As a result, the black share declined from 1.2 percent in 1975 to 1.1 percent in 1977.

The number of black males among non-tenured faculty decreased from three to two between 1975 and 1977. While the total non-tenured faculty declined from 167 to 154, the loss of one black male lowered black representation from 1.8 percent in 1975 to 1.3 percent in 1977.

No blacks were among the five faculty members hired for the 1977-78 academic year.

Morehead had the worst record among state-supported universities in the employment of minority females. Morehead was the only state supported university that employed no minority females among non-tenured faculty in both 1975 and 1977--and there were no minority females among new hires reported for 1977.

Female employment increased in tenured and non-tenured positions between 1975 and 1977. The number of tenured females increased from 44 to 48 and their proportion increased from 25.6 percent to 26.4 percent in 1977.

Among non-tenured faculty, the number of women increased from 47 in 1975 to 51 in 1977 and the female proportion of non-tenured positions increased from 21.1 percent to 33.1 percent. Three females were among the five newly hired faculty members from July through September 1977.

NORTHERN KENTUCKY UNIVERSITY

Northern Kentucky University employed one black male among 93 tenured faculty members, and one black female among the 98 non-tenured faculty in 1977. Black representation was 1.1 percent among tenured faculty and 1.0 among non-tenured faculty for 1977.

While this is a slight improvement over 1975 when no blacks were employed as tenured faculty and one black male was employed among non-tenured faculty, the pattern of tokenism found in all state supported universities except Kentucky State is repeated.

The female proportion of tenured faculty positions declined from 29.6 percent in 1975 to 21.5 percent in 1977 despite the addition of four women to the tenured faculty--35 males became tenured between 1975 and 1977 and the proportion of males increased from 70.4 percent to 78.5 percent.

NORTHERN KENTUCKY UNIVERSITY
Number and Percentage of Full Time Tenured and Non-tenured Faculty
by Sex, Race/Ethnicity, 1975 and 1977

		MALE						FEMALE					
	TOTAL (Sum of cols B & H)	TOTAL (Sum of cols C-G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I-M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
Tenured Faculty		70.4%	70.4	0.0	0.0	0.0	0.0	29.6	29.6	0.0	0.0	0.0	0.0
1975	54	38	38	0	0	0	0	16	16	0	0	0	0
		78.5%	74.2	1.1	0.0	3.2	0.0	21.5	20.4	0.0	0.0	1.1	0.0
1977	93	73	69	1	0	3	0	20	19	0	0	1	0
Non-tenured Faculty		73.9%	72.9	1.0	0.0	0.0	0.0	26.0	26.0	0.0	0.0	0.0	0.0
1975	96	71	70	1	0	0	0	25	25	0	0	0	0
		73.5%	72.4	0.0	0.0	1.0	0.0	26.5	25.5	1.0	0.0	0.0	0.0
1977	98	72	71	0	0	1	0	26	25	1	0	0	0
Other Faculty*		53.8%	53.8	0.0	0.0	0.0	0.0	46.2	46.2	0.0	0.0	0.0	0.0
1977	13	7	7	0	0	0	0	6	6	0	0	0	0
New Hires (7-1-77 to 9-30-77)**		80.0%	80.0	0.0	0.0	0.0	0.0	20.0	13.3	6.7	0.0	0.0	0.0
	15	12	12	0	0	0	0	3	2	1	0	0	0

*Faculty which are not tenured or in tenure earning positions.
**Includes faculty classified as non-tenured and "other."

KENTUCKY STATE UNIVERSITY
Number and Percentage of Full Time Tenured and Non-tenured Faculty
by Sex, Race/Ethnicity, 1975 and 1977

		MALE						FEMALE					
	TOTAL (Sum of cols B & H)	TOTAL (Sum of cols C-G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I-M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
Tenured Faculty		64.6%	20.8	39.6	0.0	4.2	0.0	35.4	2.1	31.3	2.1	0.0	0.0
1975	48	31	10	19	0	2	0	17	1	15	1	0	0
		66.7%	24.1	37.0	1.9	3.7	0.0	33.3	9.3	22.2	0.0	1.9	0.0
1977	54	36	13	20	1	2	0	18	5	12	0	1	0
Non-tenured Faculty		64.3%	39.8	19.4	0.0	5.1	0.0	35.7	21.4	14.3	0.0	0.0	0.0
1975	98	63	39	19	0	5	0	35	21	14	0	0	0
		67.4%	32.6	30.3	0.0	4.5	0.0	32.6	20.2	10.1	0.0	2.2	0.0
1977	89	60	29	27	0	4	0	29	18	9	0	2	0
New Hires (7-1-77 to 9-30-77)*		82.4%	64.7	17.6	0.0	0.0	0.0	17.6	17.6	0.0	0.0	0.0	0.0
	17	14	11	3	0	0	0	3	3	0	0	0	0

*Includes faculty classified as tenured, non-tenured and "other."

Female employment among non-tenured faculty increased from 25 to 26 between 1975 and 1977, and the percentage female increased from 26.0 percent to 26.5 percent.

In addition to the tenured and non-tennured faculty there were 13 other faculty members in 1977--six (46.2 percent) were women and none of the 13 were black.

KENTUCKY STATE UNIVERSITY

The faculty composition at Kentucky State University shows this institution continued its identity as Kentucky's black university. The number and percentage of black faculty increased between 1975 and 1977 from 67 (45.9 percent) to 68 (47.6 percent). A majority of the tenured faculty were black in 1977 at 59.2 percent.

White employment increased among tenured faculty from 11 in 1975 to 18 in 1977, but declined in non-tenured positions from 60 to 47. Black employment among non-tenured faculty increased from 33 (33.7 percent) to 36 (40.7 percent).

Among the 17 faculty members hired for the 1977-78 academic year, 14 (82.3 percent) were white, and three (17.6 cent) were black.

While the female share of faculty positions declined slightly between 1975 and 1977, Kentucky State remained second only to the Community College system the percentage of female faculty members. Although the number of female tenured faculty increased from 17 to 18, the percentage female declined from 35.4 percent to 33.3 percent because of an increase in male faculty members. With a decrease in the number of non-tenured faculty, the number of females also decreased from 35 to 29 and their proportion also declined from 35.7 percent 1975 to 32.6 percent in 1977.

CONCLUSIONS

Employment data for the state supported universities and community colleges shows a severe underrepresentation of blacks among tenured and non-tenured faculty at every university but Kentucky State in 1977. And there was only slight progress, or no progress at all, at the traditionally white universities toward achieving meaningful levels of black participation between 1975 and 1977. The facts presented in this report show the need for continuing efforts to recruit and hire black persons for faculty positions to reverse the pattern of exclusion and tokenism at the traditionally white universities.

Kentucky's institutions of higher learning could obviously benefit from coordinated recruiting efforts to encourage black educators to pursue their careers in this state. A similar plan has proved effective for Florida institutions where a vacancy announcement system requires colleges and universities to list faculty openings in a weekly publication before filling any vacancy. The vacancy list is circulated throughout the Florida university system, among traditionally black colleges and universities and to any other institutions requesting the publication.

The racial composition of faculty at Kentucky State indicates that qualified black persons have been available to universities in the state whether they were native Kentuckians or recruited from other areas. Apparently state universities in Kentucky which have small numbers of black faculty members haven't worked hard enough to attract faculties which reflect the population of Kentucky.

The failure to hire significant numbers of black faculty members at all the state universities except Kentucky State is now, and always has undercut more than job opportunities, reaching beyond that to stain higher education in Kentucky. It is the faculty which gives a university prestige, counsels students, and often encourages undergradutes to pursue university careers. The "Jim Crow" history of state supported universities in Kentucky and the tokenism evident at most universities in 1977 present an unwelcome image to black high school graduates applying for admission to state supported universities.

The underrepresentation of black faculty at the traditionally white universities shows that the vestiges of the dual system in higher education were widespread in 1977 and challenges state universities to assume responsibility for reversing the pattern of exclusion and tokenism in faculty employment. This could be achieved with comprehensive affirmative action plans including goals and timetables for recruiting and hiring black faculty members.

Murray State stands out as a traditionally white university that made visible progress in hiring blacks as non-tenured faculty between 1975 and 1977. Yet the challenge remains for Murray State, and the other traditionally white universities, to insure that blacks have access to employment as tenured as well as non-tenured faculty.

Appendix A
Full Time Faculty by Rank and Tenure for State Supported Universities, 1977

Eastern Kentucky University

	TOTAL (Sum of cols B & H)	MALE						FEMALE					
		TOTAL (Sum of cols C-G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER IND AN OR ALASKAN NATIVE	TOTAL (Sum of cols I-M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
TENURED													
1. Professors	98	83	80		1	2		15	15				
2. Asso. Professors	119	98	95	1		2		21	21				
3. Asst. Professors	79	48	46	1		1		31	29	2			
4. Instructors													
5. Lecturers													
6. Other Faculty	48	41	41					7	6				1
7. TOTAL	344	270	262	2	1	5		74	71	2			1
NON-TENURED ON TRACK													
8. Professors	10	8	8					2	2				
9. Asso. Professors	42	34	33			1		8	8				
10. Asst. Professors	106	52	48	1		3		54	53			1	
11. Instructors													
12. Lecturers													
13. Other Faculty	18	11	11					7	5	1			
14. TOTAL	176	105	100	1		4		71	69	1		1	
OTHER													
15. Professors	1	1	1										
16. Asso. Professors													
17. Asst. Professors													
18. Instructors	62	13	11	2				49	47	2			
19. Lecturers	1	1	1										
20. Other Faculty													
21. TOTAL	64	15	13	2				49	47	2			
GRAND TOTAL	584	390	375	5	1	9		194	187	5		1	1

Appendix A (Continued)
Kentucky State University

	TOTAL (Sum of cols B & H)	MALE						FEMALE					
		TOTAL (Sum of cols C-G)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I-M)	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
A. TENURED													
1. Professors	18	13	2	11	0	0	0	5	1	4	0	0	
2. Asso. Professors	18	10	3	4	1	2	0	8	3	4	0	1	
3. Asst. Professors	18	13	8	5	0	0	0	5	1	4	0	0	
4. Instructors	0	0	0	0	0	0	0	0	0	0	0	0	
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	
7. TOTAL	54	36	13	20	1	2	0	18	5	12	0	1	
B. NON-TENURED ON TRACK													
8. Professors													
9. Asso. Professors	14	8	5	2	0	1	0	6	2	4	0	0	
10. Asst. Professors	27	23	13	7	0	3	0	4	2	0	0	2	
11. Instructors	45	28	11	17	0	0	0	17	12	5	0	0	
12. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	
13. Other Faculty	3	1	0	1	0	0	0	2	2	0	0	0	
14. TOTAL	89	60	29	27	0	4	0	29	18	9	0	2	
GRAND TOTAL	143	96	42	47	1	6	0	47	23	21	0	3	

Morehead State University

A. TENURED													
1. Professors	73	69	64	2	1	2		4	3		1		
2. Asso. Professors	48	42	42					6	6				
3. Asst. Professors	52	22	22					30	30				
4. Instructors	9	1	1					8	8				
5. Lecturers	0	0	0					0	0				
6. Other Faculty	0	0	0					0	0				
7. TOTAL	182	134	129	2	1	2	0	48	47	0	1	0	
B. NON-TENURED ON TRACK													
8. Professors	12	11	11					1	1				
9. Asso. Professors	27	24	23				1	3	3				
10. Asst. Professors	73	48	47	1				25	25				
11. Instructors	35	16	15	1				19	19				
12. Lecturers	7	4	4					3	3				
13. Other Faculty	0	0	0					0	0				
14. TOTAL	154	103	100	2	0	0	1	51	51	0	0	0	
GRAND TOTAL	336	237	229	4	1	2	1	99	98	0	1	0	

Appendix A (Continued)
Murray State University

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
A. TENURED													
1. Professors	54	52	52					2	2				
2. Asso. Professors	83	66	65			1		17	17				
3. Asst. Professors	31	18	18					13	13				
4. Instructors	2	2	2										
5. Lecturers													
6. Other Faculty													
7. TOTAL	170	138	137			1		32	32				
B. NON-TENURED ON TRACK													
8. Professors	3	3	2	1									
9. Asso. Professors	32	29	27			2		3	3				
10. Asst. Professors	114	87	82	3		2		27	27				
11. Instructors	44	25	24	1				19	18	1			
12. Lecturers	7	5	5					2	2				
13. Other Faculty	57	18	17	1				39	32	7			
14. TOTAL	257	167	157	6		4		90	82	8			
GRAND TOTAL	427	305	294	6		5		122	114	8			

Appendix A (Continued)
Northern Kentucky University

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PAC. ISLANDERS F	AMER. INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER. INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
A. TENURED													
1. Professors	23	20	20					3	3				
2. Asso. Professors	44	42	38	1		3		2	2				
3. Asst. Professors	26	11	11					15	14			1	
4. Instructors													
5. Lecturers													
6. Other Faculty													
7. TOTAL	93	73	69	1		3		20	19			1	
B. NON-TENURED ON TRACK													
8. Professors	3	3	3										
9. Asso. Professors	12	10	10					2	2				
10. Asst. Professors	68	53	52			1		15	14	1			
11. Instructors	15	6	6					9	9				
12. Lecturers													
13. Other Faculty													
14. TOTAL	98	72	71			1		26	25	1			
C. OTHER													
15. Professors													
16. Asso. Professors													
17. Asst. Professors	4	3	3					1	1				
18. Instructors	7	3	3					4	4				
19. Lecturers	1							1	1				
20. Other Faculty	1	1	1										
21. TOTAL	13	7	7					6	6				
GRAND TOTAL	204	152	147	1		4		52	50	1		1	

Appendix A (Continued)
University of Kentucky

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
A. TENURED													
1. Professors	437	412	397		2	13		25	25				
2. Asso. Professors	479	405	384	4	1	16		74	70			4	
3. Asst. Professors	36	16	16					20	20				
4. Instructors													
5. Lecturers													
6. Other Faculty													
7. TOTAL	952	833	797	4	3	29		119	115			4	
B. NON-TENURED ON TRACK													
8. Professors													
9. Asso. Professors	19	17	15			2		2	2				
10. Asst. Professors	453	338	319	5	1	13		115	110	2		3	
11. Instructors	64	23	23					41	40			1	
12. Lecturers													
13. Other Faculty													
14. TOTAL	536	378	357	5	1	15		158	152	2		4	
GRAND TOTAL	1488	1211	1154	9	4	44		277	267	2		8	

University of Kentucky, Community Colleges

A. TENURED													
1. Professors	20	12	12					8	8				
2. Asso. Professors	204	109	105		1	3		95	92	2		1	
3. Asst. Professors													
4. Instructors													
5. Lecturers													
6. Other Faculty													
7. TOTAL	224	121	117		1	3		103	100	2		1	
B. NON-TENURED ON TRACK													
8. Professors													
9. Asso. Professors	5	1	1					4	4				
10. Asst. Professors	133	61	54	4		3		72	68	4			
11. Instructors	152	77	77					75	71	4			
12. Lecturers													
13. Other Faculty													
14. TOTAL	290	139	132	4		3		151	143	8			
GRAND TOTAL	514	260	249	4	1	6		254	243	10			

Appendix A (Continued)
University of Louisville

	TOTAL (Sum of cols B & H) A	MALE						FEMALE					
		TOTAL (Sum of cols C-G) B	NON-HISPANIC ORIGIN		HISPANIC E	ASIAN OR PACIFIC ISLANDERS F	AMER INDIAN OR ALASKAN NATIVE G	TOTAL (Sum of cols I-M) H	NON-HISPANIC ORIGIN		HISPANIC K	ASIAN OR PACIFIC ISLANDERS L	AMER INDIAN OR ALASKAN NATIVE M
			WHITE C	BLACK D					WHITE I	BLACK J			
A. TENURED													
1. Professors	239	211	195	2	3	11	0	28	28	0	0	0	0
2. Asso. Professors	194	161	150	2	1	8	0	33	31	1	0	1	0
3. Asst. Professors	47	32	26	1	2	3	0	15	13	2	0	0	0
4. Instructors	4	0	0	0	0	0	0	4	4	0	0	0	0
5. Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
7. TOTAL	484	404	371	5	6	22	0	80	76	3	0	7	0
B. NON-TENURED ON TRACK													
8. Professors	3	2	2	0	0	0	0	1	1	0	0	0	0
9. Asso. Professors	37	35	28	4	0	3	0	2	2	0	0	0	0
10. Asst. Professors	244	195	170	4	3	19	0	48	45	1	0	2	0
11. Instructors	22	12	9	1	0	2	0	10	9	1	0	0	0
12. Lecturers	2	1	1	0	0	0	0	1	0	0	1	0	0
13. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
14. TOTAL	308	246	210	9	3	24	0	62	57	2	1	2	0
C. OTHER													
15. Professors	8	7	7	0	0	0	0	1	1	0	0	0	0
16. Asso. Professors	4	3	2	1	0	0	0	1	1	0	0	0	0
17. Asst. Professors	44	32	28	0	0	4	0	12	12	0	0	0	0
18. Instructors	19	15	12	0	1	2	0	4	4	0	0	0	0
19 Lecturers	5	4	3	0	0	1	0	1	1	0	0	0	0
20. Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0
21. TOTAL	80	61	52	1	1	7	0	19	19	0	0	0	0
GRAND TOTAL	872	711	633	15	10	53	0	161	152	5	1	3	0

Appendix A (Continued)
Western Kentucky University

	TOTAL (Sum of cols B & H)	MALE						FEMALE					
		TOTAL (Sum of cols C-G)	NON HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE	TOTAL (Sum of cols I-M)	NON HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDERS	AMER INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	A	B	C	D	E	F	G	H	I	J	K	L	M
A. TENURED													
1. Professors	97	87	85			2		10	10				
2. Asso. Professors	112	95	94		1			17	16			1	
3. Asst. Professors	69	43	42		1			26	26				
4. Instructors	2	1	1					1	1				
5. Lecturers													
6. Other Faculty													
7. TOTAL	280	226	222	0	2	2	0	54	53	0	0	1	
B. NON-TENURED ON TRACK													
8. Professors	9	6	5		1			3	2		1		
9. Asso. Professors	44	40	40					4	4				
10. Asst. Professors	121	76	74	1		1		45	43		1	1	
11. Instructors	94	52	50	2				42	40	2			
12. Lecturers													
13. Other Faculty	9	4	4					5	5				
14. TOTAL	277	178	173	3	1	1	0	99	94	2	2	1	
C. OTHER													
15. Professors													
16. Asso. Professors													
17. Asst. Professors	4	4	4										
18. Instructors	19	5	3	1		1		14	14				
19. Lecturers													
20. Other Faculty													
21. TOTAL	23	9	7	1	0	1	0	14	14	0	0	0	
GRAND TOTAL	580	413	402	4	3	4	0	167	161	2	2	2	

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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

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